

MEMORANDUM OF UNDERSTANDING

TO CONTRACT EFFECTIVE

July 1, 2019 THROUGH June 30, 2021

by and between

State of Montana

Montana Public Employees Retirement Administration

And

Montana Federation of Public Employees

This Memorandum of Understanding (MOU) is entered into this _____ by and between the State of Montana, Montana Public Employees Retirement Administration ("Employer"), and Montana Federation of Public Employees ("Union").

The parties agree that the performance appraisal system as referenced in Section 4 of the Broad Band Pay Plan shall be discussed and further developed, if needed, in the Labor Management Committee. Any agreement that is developed shall result in an MOU for the remaining contract term. The parties further agree that the Committee shall meet no later than thirty (30) days after ratification of this agreement and shall complete discussions no later than three (3) months from the first meeting unless the parties agree to an extended time period.

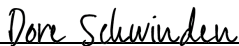
This MOU amends Labor Agreement No. 064, as described herein. In all other respects, Labor Agreement 064 remains unchanged.

Dated this 11/1/2019.

For: THE STATE OF MONTANA

For:

DocuSigned by:



Dore Schwinden, Director
MPERA

DocuSigned by:



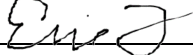
Kris Vadic, Local Union President
Montana Federation of Public Employees

DocuSigned by:



Michael P. Manion, Chief
State Office of Labor Relations

DocuSigned by:



Eric Fever, President
Montana Federation of Public Employees